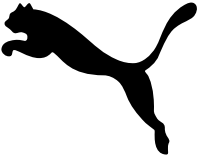




**ENVIRONMENTAL
POLICY**



At PUMA, we commit to the protection and preservation of the environment within our own group, our suppliers, and our business partners.

Making sure that our environmental impact is monitored and kept to a minimum is a fundamental part of all our business activities. In the long term, we strive for a net-positive environmental impact.

WE ARE COMMITTED TO THE FOLLOWING:

- Ensuring compliance with all legal regulations and enforcing the highest environmental standards, both at PUMA and our business partners.
- Fully integrating PUMA's Environmental Policy into the corporate strategy and implementing environmental targets.
- Communicating the Environmental Policy and PUMA's Forever Better strategy to different levels of our organization and key stakeholders.
- Striving for continuous improvement.
- Achieving net zero greenhouse gas emissions by 2050 at the latest, in line with our commitments to the Fashion Industry Charter for Climate Action.



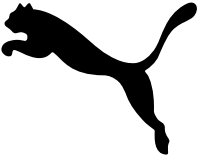
Our policy endorses internationally recognized environmental conventions and frameworks such as:

- **the Ten Principles of the UN Global Compact**
- **the United Nations Paris Agreement**
- **the OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector**
- **the Fashion Industry Charter for Climate Action**
- **the Fashion Pact – First Steps to Transform Our Industry**
- **the Convention on International Trade in Endangered Species of Wild Fauna and Flora**

By implementing this policy, we want to contribute to realizing the **2030 UN Sustainable Development Goals** (SDGs).

This policy aims to support the following SDGs:





SCOPE

PUMA's key pledges to protect the environment consist of multiple duties throughout our own operations and our value chain, including our sourcing, production, procurement processes, logistics, sales, and further business activities and partners.

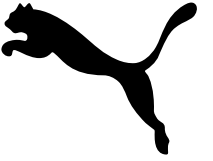
Our Environmental Policy applies to all PUMA branches worldwide and we request that our suppliers and service providers adhere to the same principles.

GOVERNANCE

Our Management Board has adopted this Environmental Policy on behalf of the PUMA Group.

PUMA's Chief Sourcing Officer oversees the overall policy adherence. Our functional departments including sustainability, sourcing, logistics, retail, central operations and people & organization manage the policy implementation and report on progress and impact to the Management Board and the leadership team on a regular basis.

Our incentive schemes are linked to the achievement of sustainability targets including environmental targets.



PUMA'S ENVIRONMENTAL COMMITMENTS

GENERAL

- Supporting industry initiatives that promote a more sustainable apparel and footwear industry.
- Meeting or exceeding all requirements in relevant environmental legislation.
- Tracking, calculating and reducing PUMA's environmental impact.
- Collecting data and reporting progress towards our goals.

CHEMICALS

- Ensuring good chemical management and restricted substances list (RSL) compliance within PUMA and our supply chain.
- Ensuring full product safety through the exclusive use of materials tested according to industry standards (e.g., AFIRM).
- Participating in joint industry initiatives to reduce the use of hazardous chemicals.
- Reducing the usage of organic solvents in PUMA products.

FOREVER **BETTER.**

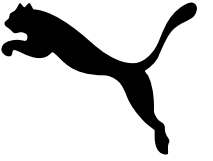
CLIMATE ACTION

Achieving our science-based climate action target by supporting actions to stay within a maximum of a 1,5-degree (Celsius) increase scenario to mitigate the effects of climate change by:

- Optimizing the efficient use of energy.
- Switching to renewable energy sources for all PUMA entities and transitioning PUMA's car fleet to alternative and zero emission engines.
- Reducing GHG-emissions within our logistics network.
- Supporting our suppliers by reducing their energy consumption and transitioning to renewable energy.
- Phasing out coal fired boilers in our supply chain.
- Increasing the use of low carbon materials.

BIODIVERSITY

- Ensuring minimal impact on biodiversity by using raw materials from sustainably managed sources.
- Implementing PUMA's animal welfare policy and reviewing it on regular basis.
- Joining industry initiatives to identify and address biodiversity challenges.



MORE SUSTAINABLE PRODUCTS

- Promoting the usage of certified and environmentally preferred raw materials at product level at scale.
- Focusing on sustainability aspects in the development and procurement of our products.

WATER USE, WASTEWATER AND AIR

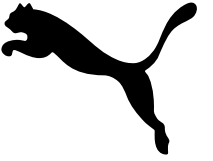
- Conserving, reusing, and recycling water by implementing water-saving devices and efficient processes and raising awareness for business activities in water scarcity areas.
- Ensuring regular assessments on wastewater and air-quality at relevant suppliers.
- Implementing good practice wastewater and air emission treatment systems within PUMA and our supply chain.
- Transparently reporting about our suppliers' wastewater quality.
- Adopting industry standards such as ZDHC manufacturing restricted substances list (MRSL), wastewater and air emission guidelines.

PROMOTING A CIRCULAR ECONOMY

- Minimizing waste and promoting reuse and recycling at PUMA.
- Implementing waste management practices at relevant suppliers.
- Increasing the usage of recycled raw materials.
- Setting up and/or joining takeback schemes in major markets.
- Engaging in industry initiatives for circularity.

PLASTIC AND THE OCEANS

- Substituting single use plastic in our products and services wherever possible and economically feasible.
- Eliminating single use plastics from our entities.
- Increasing the use of recycled polyester and other recycled polymers within our product ranges.
- Supporting research on microfiber release reduction and biodegradable polymers.



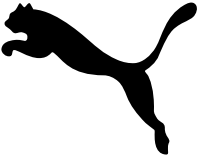
SUSTAINABILITY DUE DILIGENCE APPROACH

Transitioning to a circular and carbon-neutral economy will present new opportunities and challenges in our industry and we will work to uphold the foundation of the SDGs to leave no one behind. We will further integrate the protection and prevention of the environment and human rights to address the SDGs holistically. The first step to achieve this is the execution of a comprehensive due diligence strategy.

Our human rights and environmental protection standards as well as our management approach are explained in detail in our Sustainability Policies and our Social, Occupational Health and Safety, Environmental and Chemical Handbooks. Based on those, we conduct due diligence as an ongoing process, in which we identify, mitigate, prevent and account for existing and potential environmental and social related risks and violations.

In our process we assess, act, track and communicate our environmental and social related performance to all relevant stakeholders, to provide or cooperate in remediation and/or to conduct third-party due diligence in our value chain when necessary. Our stakeholders include a wide range of groups from industry peers to suppliers and service providers to right holders such as workers, local communities and accountable multi-stakeholder organizations.

PUMA vendors and business partners are expected to equally conduct due diligence on human rights, labor and environmental risks as per our handbooks and the recommendations of the OECD Due Diligence Guidance for responsible supply chain in the garment and footwear sector and the UN Guiding Principles and other relevant responsible business conduct standards.



GRIEVANCE MECHANISMS

We continuously strengthen the reach and efficiency of our grievance mechanisms through confidential hotlines and mobile applications for our own staff and suppliers' workers, external individuals or organizations, civil society organizations, or communities. PUMA does not obstruct access to remedies.

Environmentalists and observers across the value chain can use our grievance mechanisms without fear of retaliation or any other threat. In our Annual Reports we publicly report on the number and nature of complaints, particularly if any of those are related to human rights and environmental protection violations.

REMEDICATION

Where environmental and social related risks or violations are identified, we work with all parties involved to seek access to remedy for the issue and to end or to minimize the risks or violations. We also investigate the root causes, including our purchasing practices, to prevent such risks or violations from reoccurring. We are particularly working to prevent and remediate impacts on flora and fauna, climate and environment. We work with public organizations, initiatives, other brands and/or local stakeholders when we need to increase our leverage and/or expertise.

TRANSPARENCY

Through our Annual Reports, Handbooks and Policies, which are available on our website, we communicate publicly about our due diligence and how we monitor progress.

We also disclose governance structures, relevant business partners and suppliers, and management performance indicators, such as certified and recycled material ratios, PUMA's CO₂ emissions and CO₂ emissions from purchased goods and services, or renewable energy usage amongst others.

We engage with initiatives that conduct third-party due diligence to receive objective feedback in addressing environmental and related risks and violations and improving our practices.

**FOREVER
BETTER.**

